

Practicing Mindful Leadership

Magellan
HEALTHCARESM

Your Presenter

- Dixie Hoyt has worked with Magellan in the Employee Assistance Program for thirteen years. Dixie is experienced in outpatient counseling and inpatient mental health and substance abuse settings. She has taught psychology, sociology, and wellness classes in local colleges and university.
- She holds degrees and certifications as a Licensed Clinical Social Worker, Certified Employee Assistance Professional, and Substance Abuse Professional.
- She is a mindful work in process.

Objectives

- Define mindfulness and how it relates to leadership.

- Describe why mindfulness is important in the workplace.

- Identify how to put mindfulness into practice in your leadership role.

- Name ways to encourage employees to be mindful at work.



Today's Leaders



- Definition of a leader
- Demands facing leaders today
 - Time
 - Attention
 - Presence
 - Constant change
- Effects of these of demands
 - Burnout
 - Exhaustion
 - Physical and mental fatigue





A state of present and personal awareness which encompasses cognitive, emotional, and sensory functions to empower an individual to respond productively to the demands of daily life.

Mindfulness

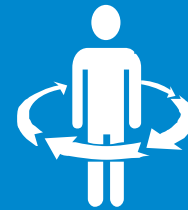


What Mindfulness is NOT

A religion



A cure-all



A short-term fix



Two Barriers to Mindfulness



➤ Stress

➤ The Myth of Multitasking



Steps to Becoming a Mindful Leader



Know yourself

- Take inventory
- [Your Leadership Legacy Assessment](#)
- [Personality Test](#)

Understanding and accepting reality

- How our brains deal with information
- Know the facts
- Avoiding denial
- Knowing what you can control

Steps to Becoming a Mindful Leader



- A mindful leader “is in the present”
- Why it’s important for a leader to be “in the present”
- Active listening
- Know how you feel in the situation now





Awareness: Being in the Present

- Planting your thoughts, emotions, and sensations in the present.
- Active listening skills
- Organization and prioritization
- Exercises to get you started
 - Breathing
 - Sensual Immersion
 - Progressive relaxation

Steps to Becoming a Mindful Leader



- ✓ Avoiding Judgment
- ✓ Empathy
- ✓ Gratitude
- ✓ Self-care



Benefits of Learning Mindfulness to Leaders



- Organization
- Productiveness
- Positive orientation
- Increased empathy
- Physical, emotional and mental health
- Better attentiveness
- Self-awareness

Benefits of Being a Mindful Leader to the Organization



- Positive environment
- Open communication
- Opportunities for innovation
- Higher production from yourself and others



Suggestions to Encourage Your Employees to Be Mindful at Work



- Model Mindfulness Behaviors
- Be knowledgeable of resources
- Share your knowledge
- Consider a quiet room

Aids and Apps



Apps

- Insight Timer
- Aura
- Stop, Breathe, Think
- Mindfulness Coach



Resources

[Mindful: Healthy Mind, Healthy Life](#)
[Institute for Mindful Leadership](#)



Your Employee Assistance Program



**Call toll-free or visit us online
24 hours a day/7 days a week**

Thank you!

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